



## Proposed changes

Change	Existing Structure	Notes and Rationale
<b>1. Reduce Size of DCC from 12 to 10</b> <ul style="list-style-type: none"> <li>Bishop</li> <li>1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishop</li> <li>One parish pastor</li> <li>Finance Consultant</li> <li>5 lay members</li> <li>The Assistant Bishop for Mission is a consultant to DCC.</li> </ul>	<p>Bishop 1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishop 3 parish pastors (elected by Synod)</p> <p>Finance Consultant 5 lay members</p>	<ul style="list-style-type: none"> <li>In line with the LCA Strategic Direction to reduce the size of boards and committees for better use of resources.</li> <li>The number of lay-persons on DCC would remain as currently at six. DCC will remain well connected with congregations through the three parish pastors that are on DCC (1<sup>st</sup> and 2<sup>nd</sup> Assistant Bishop and one parish pastor) and six lay-persons</li> </ul>
<b>2. Assistant Bishop for Mission</b> <i>(Already in place -Synod in 2017)</i> <ul style="list-style-type: none"> <li>No change to role or position description</li> </ul>	<p>Consultant to DCC, as per position description approved by Synod meeting May 2017</p>	<ul style="list-style-type: none"> <li>Stronger oversight and coordination of District Ministries for mission</li> <li>Supervision of key staff “in house” will increase efficiency and accountability</li> <li>Improved reporting to DCC about various mission areas of the District</li> <li>Increased support for the Bishop</li> </ul>
<b>3. No Council for Chaplaincy</b> <ul style="list-style-type: none"> <li>Pastor for Chaplaincy Services to be called to the District</li> </ul>	<p>Council for Chaplaincy</p>	<ul style="list-style-type: none"> <li>This Council has not met since mid-2017. They have found it difficult to find replacements and discerned that the need for a governing council for chaplaincy is no longer valid.</li> </ul>

<ul style="list-style-type: none"> <li>• He will oversee and work with a team of volunteers in hospitals, prisons and other care facilities</li> <li>• Possible potential to work with Lutheran Community Care</li> <li>• The Pastor for Chaplaincy Services would report to the Assistant Bishop for Mission.</li> </ul>	<p>Seven members in total with at least one member to be a pastor All members are elected by Synod</p> <p>A Pastor for Chaplaincy Ministry who reports to the Chaplaincy Council as determined by Synod</p>	<ul style="list-style-type: none"> <li>• Clearer “in house” support, oversight and accountability line for the pastor /chaplain can be provided through the Assistant Bishop for Mission.</li> <li>• His oversight will also enhance cohesion of District ministries including chaplaincy and implementation of overall District direction.</li> </ul>
<p><b>4. Changes to Tertiary ministry</b></p> <ul style="list-style-type: none"> <li>• No ordained Tertiary Chaplain</li> <li>• Tertiary ministry will be included in Young Adult Ministry and potentially together with city and nearby congregations, and with District Office support. This is already being explored.</li> </ul>	<p>Currently a subsection of the Department for Chaplaincy</p> <p>Currently half the Chaplaincy Pastor role is for Tertiary Ministry as designated by Synod</p> <p>No additional supports or resources</p>	<ul style="list-style-type: none"> <li>• Young people leaving school have so many options now, there is no clear defined path for them to take.</li> <li>• The environment in which students study has changed and students do not have the presence on campuses they once did.</li> <li>• Young people connect and communicate differently to what they did in the past and we must adapt to these changes. Young people are more fluid in their studies and relationships.</li> <li>• New ways of staying in contact with and providing opportunities for tertiary students will be developed.</li> <li>• Congregations with strong young adults programs are being asked to assist in this area.</li> <li>• A District paid tertiary chaplain position cannot be justified in today’s financial environment.</li> <li>• Lutheran Students Fellowship has been wound up at their request with the residual of funds committed to providing funding for young people’s activities.</li> </ul>

<p><b>5. No Council for Mission, rather Mission team/s as needed</b></p> <ul style="list-style-type: none"> <li>• DCC / Assistant Bishop for Mission can appoint teams, think tanks, working parties or study groups from time to time as needed.</li> <li>• Initially the Council will continue to meet but will determine its future in consultation with the new Assistant Bishop for Mission and DCC.</li> </ul>	<p>Council for Mission</p> <p>8 members with at least one member to be a pastor</p> <p>4 members are elected by Synod 4 members are appointed by DCC</p>	<ul style="list-style-type: none"> <li>• The current Council for Mission has struggled for some time to discern its purpose.</li> <li>• The new Assistant Bishop for Mission needs time to determine with the current council whether and how they continue or what might be better options. Freedom to adapt and change is needed rather than a council.</li> <li>• The Assistant Bishop for Mission will report to the Bishop/DCC rather than to a council.</li> <li>• Mission team/s would work with him under his direction and oversight.</li> <li>• The LCA now has a Committee for New and Renewing Churches, and a Board for Local Mission.</li> </ul>
<p><b>6. Lutheran Community Care and Lutheran Disability Services</b></p> <ul style="list-style-type: none"> <li>• Undergoing LCA governance review.</li> <li>• Outcomes yet to be determined.</li> </ul>		<ul style="list-style-type: none"> <li>• Any major changes as a result of the governance review may need Synod approval.</li> </ul>
<p><b>7. LESNW (Schools)</b></p> <ul style="list-style-type: none"> <li>• Undergoing LCA governance review.</li> <li>• Outcomes yet to be determined.</li> </ul>	<p>Lutheran Schools Association</p> <p><i>Please note a name change to better reflect the total area they support (South Australia, Northern Territory and West Australian education facilities)</i></p>	<ul style="list-style-type: none"> <li>• Any major changes as a result of the governance review may need Synod approval.</li> <li>• The change of name will be updated in the revised District constitution in 2020.</li> </ul>

<p><b>8. Aged Care</b></p> <ul style="list-style-type: none"> <li>• Undergoing governance review.</li> <li>• Outcomes yet to be determined.</li> <li>• Current Aged Care Council becomes a <i>“Ministry with the Ageing Team”</i></li> </ul>	<p>Aged Care Council</p> <p>10 members- One pastor and three lay members elected by synod</p> <p>One pastor and three lay members appointed by DCC</p>	<ul style="list-style-type: none"> <li>• Any major changes as a result of the governance review may need Synod approval.</li> <li>• Aged Care Council will continue to function as presently until the results of the governance review are known and processed.</li> <li>• Change of title in line with other ministries of the District.</li> </ul>
<p><b>9. CFYYAM</b></p> <ul style="list-style-type: none"> <li>• Flexible structure and staffing to serve the various ministry areas within.</li> <li>• Rather than one council that tries to do everything, there may be groups of people who are passionate about a particular area of children’s and family ministry working and/or volunteering in teams.</li> <li>• Input is to be received from the existing council to shape how the work might best be served in the future.</li> <li>• Teams will be appointed by DCC, engaging Synod and existing teams in the process.</li> <li>• Team/s reports to DCC through the Assistant Bishop for Mission.</li> </ul>	<p>CFYYAM Council</p> <p>9 members – One pastor and 6 members elected by Synod</p> <p>Two members appointed by DCC</p> <p>Director who reports to CFYYAM Council as determined by Synod</p>	<ul style="list-style-type: none"> <li>• CFYYAM Council will disband but it is hoped that some of the people on the current council will provide direction and support in future focus areas.</li> <li>• Team/s can adapt and change as appropriate and needed and might work on shorter term projects that can be evaluated, reviewed and changed as necessary.</li> <li>• Team/s are freed from supervision of a director to work with and under leader/s.</li> <li>• Clearer “in house” support, oversight and accountability for any lead staff will be provided through the Assistant Bishop for Mission.</li> <li>• This oversight will also enhance cohesion of District ministries including CFYYAM and implementation of overall District direction.</li> </ul>

<p><b>10. ABMINSa</b></p> <ul style="list-style-type: none"> <li>• Reports to DCC through the Assistant Bishop for Mission. Previously through the Mission Director. (No real change)</li> <li>• Members to be appointed by DCC, engaging Synod in the process</li> </ul>	<p>AbMinSA</p> <p>10 members with at least one to be a pastor</p> <p>Six elected by Synod Four appointed by DCC</p> <p>Assistant Bishop for Mission and District Administrator are consultants to the committee</p>	<ul style="list-style-type: none"> <li>• No change envisaged at this time.</li> <li>• Field workers will report to the Assistant Bishop for Mission who is able to provide greater support and direction for staff.</li> <li>• His oversight will enhance cohesion of District ministries and ensure AbMinSA are aware of all ministry opportunities within the District.</li> </ul>
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